



Self Advocates In Leadership

Self Advocates in Leadership (SAIL) Community Guidelines

Every SAIL MEMBER NEEDS TO DO AND REMEMBER THE FOLLOWING:

1. Respect each other.
2. Listen to each other.
3. Everyone has the right to communicate
4. Everyone's opinions should be respected.
5. Limit interruptions
6. Advocate freely.
7. Share value for the Civil Rights of People with IDD.
8. limit side conversations
9. Respectful discussion; no personal attacks.
10. Do not base decisions on personal interests. (Limit conflict of interest)

DISAGREEMENTS WILL BE HANDLED BY:

- o The administrator and current active chair and co-chair will work together to handle disagreements privately not in public.
- o If two SAIL members have a disagreement, members should try to handle disagreement cordially between themselves; if the conflict does not get resolved, seek the admin assistance; If the disagreement is still not resolved seek an outside mediator to handle the disagreement. If all other methods above have not worked SAIL membership would require offending persons to abstain from meetings for 3 months If after the three months persons cause more conflicts, we require them to leave for one year.
- **WHAT HAPPENS IF EXPECTATIONS ARE NOT MET?**
 - o SAIL members should hold each other accountable and communicate in private.
 - o other measures may be taken in certain circumstances such as possible abstention, suspension from events and meetings, and possible removal from SAIL membership until conflict is resolved.
- **SEXUAL HARASSMENT, BULLYING, OR INTIMIDATION WILL NOT BE TOLLORATED AT ALL WITHIN SAIL. THIS INCLUDES BEHAVIOR THAT OCCURS DURING IN PERSON INTERACTIONS, ONLINE, TEXTING, PHONE, VIA SOCIAL MEDIA, OR**

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DURING VIRTUAL MEETINGS. IF ANY OF THESE EVENTS OCCUR THE SAIL MEMBER(S) WILL BE IMMEDIATELY SUSPENDED FROM ALL SAIL ACTIVITIES PENDING AN INVESTIGATION BEFORE BEING ABLE TO REJOIN SAIL.

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